DOCUMENT RESUME

ED 243 051 CG 017 423

AUTHOR Hawkins, Brenda L.
TITLE Agency and Communion: An Alternative to Masculinity and Femininity.
PUB DATE Mar 83
NOTE 22p.; Paper presented at the Annual Convention of the American Personnel and Guidance Association (Washington, DC, March 20-23, 1983).
PUB TYPE Reports - Research/Technical (143) -- Speeches/Conference Papers (150)

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS Adults; *Androgyny; Attribution Theory; *Behavior Patterns; Competence; Personality Studies; Psychological Characteristics; Self Evaluation (Individuals); *Sex Role; Sex Stereotypes; Social Behavior; Social Environment

ABSTRACT

Androgyny research has been hampered by a dependency upon traditional masculine and feminine sex roles for definition. Bakan's (1966) concept of agency and communion, which parallels masculinity and femininity, refers to behavioral competencies, involving a style or manner of interacting with the environment devoid of gender designations and cultural variations. Agency is characterized by self-protection, self-assertion, and self-efficacy; communion is manifested through contact, openness, and union. To investigate whether the concepts of agency and communion can be used as alternatives to masculine and feminine in androgyny research, and to investigate the effect of psychological sex role and gender on the self-attribution of agentic and communal competencies, 44 adults (25 female, 19 male) completed the Bem Sex-Role Inventory and the Present Behavioral Competencies Scale of the Counseling Goals Inventory. An analysis of the results showed that psychological sex role systematically affected self-attributions of agentic and communal competencies. Androgynous and feminine-typed subjects reported significantly higher levels of communal competencies than did masculine-typed and undifferentiated subjects. Androgynous subjects reported high levels of both communal and agentic competencies, while undifferentiated subjects reported low levels of both. Based on the findings, agency and communion may be considered as possible alternative, parallel concepts in adrogyny research. (SL)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED243051

Agency and Communion: An Alternative to Masculinity and Femininity

Brenda L. Hawkins, Ed.D.

Counselor

State University College

Fredonia, New York

CG 017423

U.S. DEPARTMENT OF EDUCATION
NATIONAL INSTITUTE OF EDUCATION
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

X This document has been reproduced as received from the person or organization originating it.

☐ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official NIE position or policy.

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

Brenda L. Hawkins

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

Abstract

The present study investigated the effect of psychological sex-role and gender on the self-attribution of agentic and communal behavioral competencies. Behavioral competencies were considered to be abilities characterized by either agency or communion, which involve a style or manner of interacting with one's environment. Agentic and communal competencies are considered parallel to masculinity and femininity, yet are devoid of gender designations and are unaffected by temporal, cultural or geographic variations. Subjects were administered the Bem Sex Role Inventory and the Present Behavioral Competencies Scale of the Counseling Goals Inventory. Results indicate that psychological sex-role systematically affects self-attributions of agentic and communal behavior. Additionally, findings suggest that agency and communion may possibly be considered to be alternative, parallel concepts in androgyny research.

Agency and Communion: An Alternative to Masculinity and Femininity

Much thought has been devoted to the nature of psychological sex-roles. The literature has shown little biological basis for the traditional view of masculinity and femininity (Hampson, 1965; Maccoby and Jacklin, 1974; Money and Ehrhardt, 1972; Osofsky and Osofsky, 1972; and Richard and Alpert, 1977). Consequently, certain socially determined traits and behaviors must be incorporated into the personality in order to define oneself as masculine or feminine (Fox, 1977; Mayes, 1979; Osofsky and Osofsky, 1977).

Prior to the early 1970's (Block, 1973; Constantinople, 1973), sex-role research was based on the assumptions that masculinity and femininity were mutually exclusive polar opposites along a single continuum, that sex-roles were unidimensional, and that it is desirable for men to be masculine but not feminine and for women to be feminine but not masculine. As masculinity and femininity came to be viewed as multidimensional, independent qualities falling along separate continuums, it became possible to consider people as possessing varying degrees of both. This new perspective paved the way for the development of the concept of androgyny (Bem, 1974).

The concept of androgyny allows the individual to possess traits and behaviors regardless of whether society has labelled them masculine or feminine. An androgynous individual possesses a high degree of both masculine and feminine traits which are

socially desirable and are in balance with each other (Downing, 1979; Murray, 1976). Androgynous people transcend the tendency to label themselves and their behaviors as either masculine or feminine, thereby rendering these gender-related concepts irrelevant. Because androgyny involves transcendence from sex-roles, however, one weakness in further androgyny research may be androgyny's dependence upon these very sex-roles for definition, i.e., masculinity and femininity.

Problems arise in using traditional concepts of masculinity and femininity. Defining and measuring these concepts have been difficult at best. Prior to the development of the Bem Sex Role Inventory (BSRI, Bem, 1974), masculinity-femininity instruments were based upon sex differences between women and men in response to questionnaire items. To obtain high femininity scores, for example, one would have to provide the same set of responses as women in the normative sample. Therefore, masculinity and femininity were considered to be directly gender-related and mutually exclusive.

Bem (1974) advanced inquiry into masculinity-femininity by distinguishing sex roles from sex differences. Based upon the assumption that it is possible to possess high degrees of both masculinity and femininity, she developed the BSRI, based upon standards of sex-typed social desirability for masculinity and femininity instead of sex or gender differences.

The concept of androgyny is undoubtedly important in sex-role research. However, problems exist in using this

concept. As Bem has noted, the concept of androgyny is inherently self-contradictory. It assumes that masculinity and femininity have an "independent and palpable reality" (Bem, 1981b, p. 363) with "distinct and substantive content" (Bem, 1979, p. 1053). Herein lie two difficulties. First, according to this concept, as society adopts androgyny as a norm and people become androgynous, the concepts of femininity and masculinity will no longer be distinct and will cease to possess substantive meaning. As femininity and masculinity become invisible and meaningless, so too will androgyny (Bem, 1979). Secondly, instead of having the solid reality they are assumed to have, femininity and masculinity appear to be unstable over time and across cultures. As Moreland, Gulanick and Harren (1978) have noted, the composition of these two concepts "may fluctuate depending upon prevailing social-subcultural norms" (p. 256). What is considered to be masculine and feminine has been found to differ geographically (Whetton and Swindells, 1977).

Despite these limitations, Bem has advanced androgyny research since then by examining the process involved in sex-typing and sex-roles rather than content. In doing so, she has developed a theory of gender schematic processing. According to Bem (1981a; 1981b), gender schema theory postulates that sex-typed people organize information on the basis of gender and that they judge themselves and others on the basis of the resulting standard. It further hypothesizes that sex-typed and androgynous people differ in how much they see women and men as

being alike, and these beliefs in turn affect how they behave and how they interpret the behavior of others. Because gender schema theory pertains to process instead of content, it does not describe what is contained in gender schema. Bem does speculate that "it is likely that much of the information in the gender schema consists of 'fuzzy sets' organized around male and female prototypes" (1981b, p. 356) possibly revolving around concepts like agency and communion or instrumentality and expressiveness. The present study attempts to provide an initial, tentative look at what may possibly be contained therein.

Psychological sex-role could be defined in terms of sets of behavioral competencies and ways of interacting within one's environment. Previous androgyny research (Bem and Lenny, 1976; Bem & Lewis, 1975; Bem, Martyna, & Watson, 1976; Block, Von der Lippe and Block, 1973; Cristall and Dean, 1976; Kelly, Caudill, Hathorn, & O'Brien, 1977; Lorr & Manning, 1978; Nevill, 1977; & Orlofsky & Windle, 1978) has demonstrated consistent patterns of behavioral differences among androgynous, sex-typed, and undifferentiated people. As Kelly and Worell (1977) have noted, "we are now in a position to view sex-roles as particular social skills or social competencies that individuals can use to obtain reinforcements or otherwise interact with their environment," (p. 1114) and this perspective would aid research into the adjustive aspects of psychological sex-roles.

A concept which appears parallel to the traditional concepts of masculinity and femininity but is defined in terms of

interaction with the environment using certain competencies is Bakan's (1966) concept of agency and communion, the two fundamental modalities out of which living beings act. Agency is a way of being characterized by self-protection, self-assertion, and self-expansion, while communion is a way of being characterized by a sense of being at one with others and manifested through contact, openness and union (Bakan, 1966). These concepts seem parallel to psychological sex-roles in that masculinity appears similar to agency and femininity appears similar to communion.

Agency and communion have been further conceptualized by White (1979) as consisting of behavioral competencies. Agentic competencies have been defined as "capabilities the self has which reflect a foreceful, active self, reaching out, attempting to reach a goal...acting along with no compelling sense of others being involved in the activity (White, 1979, p. 33). Communal competencies consist of "capabilities which are effective interaction with others. There is an 'other-referent' quality to them, having to do with reliability and sensitivity" (White, 1979, p. 300).

The purpose of this study was to determine whether the concepts of agency and communion could be used as alternatives to masculinity and femininity in androgyny research. More specifically, the present study investigated the effect of psychological sex-role and gender on the self-attribution of agentic and communal competencies. It was hypothesized that masculine-typed subjects would score high on agentic competencies and that feminine-typed subjects would score high on communal competencies.

Androgynous subjects were expected to report high levels of both agentic and communal competencies. Undifferentiated subjects, on the other hand, were expected to report low levels of both agentic and communal competencies.

Method

Subjects

The forty-four subjects were twenty-five female and nineteen male incoming members of personal growth groups conducted at a midwest counseling agency. With the exception of one black member, all participants were white with an average age of 27.5 years. Twenty-eight members were students, and sixteen were community residents representing a diverse range of social and occupational backgrounds. Reasons for requesting group counseling included specific interpersonal and intrapersonal problems, the desire for a group experience, and the desire to continue a previous group experience. Eighteen of the members had had previous group experience while twenty-six had never been in a group. Participants were recruited through posters placed throughout both the university and the community, through public service announcements on local radio stations, through newspaper announcements, and through the well-established reputation of the agency as offering this service.

Independent Variables

One independent variable was psychological sex-role as measured by the Bem Sex-Role Inventory (BSRI). Unlike traditional M-F tests based on gender differences in item responses, the BSRI (Bem, 1974) is based upon the concept of a sex-typed person as one

who has internalized society's sex-typed standards of what is desirable for women and men, and therefore BSRI items were selected on the basis of sex-typed social desirability. Another major assumption of the BSRI distinguishing it from other inventories is that masculinity and femininity are two independent dimensions, thus enabling people to be considered masculine, feminine, androgynous and undifferentiated.

The BSRI consists of two separate, twenty-item Likert-type scales for femininity and masculinity as well as a twenty-item Likert-type scale for social desirability neutral in regard to sex. Internal consistency for the BSRI ranges from .80 to .86 for the masculine and feminine scales and for the derived androgyny scores (Bem, 1974). While the masculinity and femininity scales are independent of each other, they both correlate with social desirability; however, near zero correlations were found between androgyny and social desirability. Factor analyses of the BSRI also confirm the independence of masculinity and femininity from each other and from physical gender (Gaudreau, 1977; Moreland, Gulanick, Montague, & Harren, 1978; and Whetton & Swindells, 1977).

The other independent variable was physical gender, which was measured by having the subjects indicate whether they were female or male.

Dependent Variable

The dependent variable was the self-attribution of behavioral competencies, as measured by the Present Behavioral

Competencies scale (PBC) of the Counseling Goals Inventory (CGI), a self-report Likert-type instrument developed by the investigator as part of a larger study.* This instrument was based upon Bakan's (1966) concept of agency and communion. During the CGI's development, agentic and communal items consisting of one-word adjectives were taken from White (1979) competencies and subjected to a test of internal consistency. Redundant items above .90 were eliminated, as were extraneous items below .70, and the resulting set of items were re-tested. In the PBC scale of the CGI, the Present Agentic Behavior (PAB) subscale has an internal consistency of .83, and the Present Communal Behavior (PCB) subscale as an internal consistency of .79. The correlation between these two scales was .29, indicating their conceptual independence from each other.

Procedures

All group members went through the standard pre-group orientation with an intake worker on an individual basis. They described their current problems and reasons for wanting a group to the intake worker, who then gave them some routine agency pre-group forms to complete. In addition to the regular forms, they were also given the BSRI and the CGI and then resumed the regular program. They participated in small groups which were six weeks in length with one two-hour session each week. Each group was co-led by two advanced graduate students who were enrolled in a formal group leader training program.

*Copies of the instrument are available from the author.

Design

The design employed in this study was a four (psychological sex-role) by two (gender) completely randomized factorial analysis of variance (CRF-42) (Kirk, 1968). The completely randomized factorial design is selected when it is desired that all levels of two factors be crossed (Kirk, 1968). Because the independent variable of psychological sex-role consists of four main levels, the significant main effects of psychological sex-role were further analyzed for simple main effects. For each analysis, the critical value of alpha required to reach statistical significance was established at the .05 level.

Results

Responses to the PAB and the PCB were subjects to a four (psychological sex-role) by two (gender) analysis of variance. As illustrated in Table 1, a significant main effect was obtained on the PAB, $F(3,1) = 6.75$, $p < .001$. A test for simple main effects revealed that androgynous and masculine-typed subjects self-attributed significantly higher levels of agentic competencies than did feminine-typed and undifferentiated subjects ($f = 18.76$, $p < .0001$). The mean levels of agentic behavior for masculine and androgynous subjects 67.76 and 61.67 respectively, were significantly higher than mean levels for feminine-typed and undifferentiated subjects, 49.94 and 51.56 respectively. However, masculine and androgynous subjects did not differ significantly from each other. No significant effect was found for gender ($f = .09$, $p \leq .769$).

On the PCB, the 4 x 2 analysis of variance revealed a significant main effect, $F(3,1) = 4.31$, $p < .001$ as illustrated in Table 2. A test for simple main effects revealed that feminine-typed and undifferentiated subjects were significantly different from masculine and androgynous subjects, ($F = 11.66$, $p < .002$) and that feminine subjects were significantly different from undifferentiated subjects ($F = 4.17$, $p < .05$). Mean levels of communal competencies were 66.50 and 65.67 for androgynous and feminine-typed subjects, and masculine-typed and undifferentiated subjects reported significantly lower mean levels, 61.50 and 58.06 respectively. A significant main effect was also revealed for gender ($F = 5.42$, $p < .026$). Males self-attributed higher levels of communal competencies ($\bar{X} = 64.58$) than females ($\bar{X} = 61.16$).

To summarize, androgynous and feminine-typed subjects reported higher levels of communal competencies than either masculine or undifferentiated subjects. Higher levels of agentic competencies were reported by masculine and androgynous subjects than were reported by feminine-typed and undifferentiated subjects. No gender differences were revealed for level of agentic behavior, but males self-attributed significantly higher levels of communal competencies than did females.

Discussion

Results were generally in agreement with the original hypotheses. It appears that psychological sex-role had an effect on the self-attribution of agentic and communal competencies. As predicted, androgynous and ~~masculine~~ feminine-typed subjects reported

significantly higher levels of communal competencies than did masculine-typed and undifferentiated subjects. Androgynous subjects reported high levels of both communal and agencic competencies while undifferentiated subjects reported low levels of both.

Therefore, it appears that those who self-attribute high degrees of socially acceptable masculine traits on the BSRI also view themselves as using high levels of agentic competencies in their interactions with their environment. Those who self-attribute high degrees of socially acceptable feminine traits on the BSRI view themselves as using high degrees of communal abilities in their interactions. Subjects using both agentic and communal abilities in their environment described themselves as having high degrees of both masculine and feminine traits on the BSRI while those with low levels of communal and agentic competencies also reported low levels of masculinity and femininity on the BSRI. Therefore, it would seem that agency is parallel to masculinity and communion is parallel to femininity. Masculinity and femininity, however, are involved with social desirability and can therefore change through time and vary by culture and geographic location. These sources of variability can introduce confounds into any research utilizing these concepts. Agency and communion, on the other hand, are concepts dealing more specifically with style of interaction with one's environment and the abilities that are involved.

Therefore, agency and communion would be independent of social desirability, time, and culture.

The effect of gender on the self-attribution of agentic and communal competencies was also examined. This inquiry produced mixed results, suggesting that self-attributions of agency and communion may also be independent of gender. The lack of gender differences in the self-attribution of agentic competencies was consistent with previous research indicating the independence of psychological sex-role from physiological gender (Hampson, 1965; Money & Ehrhardt, 1972; Maccoby and Jacklin, 1974; and Richardson & Alpert, 1977). The gender difference in the self-attribution of communal competencies, however, was unexpected, and the direction of the difference was also unexpected. It was found that males tended to report higher levels of communal behavior than females, with the greatest difference occurring between androgynous males and androgynous females. One factor which possibly contributed to the observed gender difference is response set. In this study, means for women, regardless of psychological sex-role, were always lower than means scored for men. Therefore, it could be possible that the women in this sample generally respond more conservatively than do men, resulting in a response set that could contribute to gender differences. Also, if feminine traits are parallel to communal competencies, and if the presence of feminine traits are viewed as being unusual in men, then the presence of any degree of communal competencies may be perceived as being considerable and significant.

As in all research, there are certain limitations which need to be considered. The method of data collection consisted of gathering responses to paper and pencil instruments. Because the study is based upon self-reports, the accuracy of the data is limited by the accuracy of the clients' self-perceptions. Furthermore, the restricted nature of the sample limits the generalizability of this study's findings to other populations and settings. Subjects in this sample are self-selected and, with few exceptions, tended to be young, white, middle-class and college-educated. Samples from other settings might be more diversified.

Another limitation of the study is the size of the cells. All of the cell sizes were disproportionate to one another, with masculine-typed and androgynous individuals being under-represented and feminine-typed and undifferentiated individuals being over-represented. While the disproportionality may attest to the well-documented effect of psychological sex-role on self-concept and on emotional and behavioral competencies, it remains tenuous to generalize the present findings on the basis of small cells.

Disproportionality is a problem because, as Kirk (1968) has observed, the existence of unequal cell sizes can result in an insufficient number of observations from which to draw conclusions. When disproportionately small cell sizes are utilized, there may be high correlations among effects in the design; and therefore the linear component may be correlated

and thus no longer additive (Kirk, 1968). This occurrence violates an assumption of ANOVA calling for a normal and independent distribution of variance. In the present study, this situation was alleviated by utilizing a regression approach. Therefore, the computation of each main effect was adjusted for the remaining effects, and the interaction effect was computed by adjusting the main effects.

As mentioned earlier, consistent patterns of behavioral differences have been illustrated in previous androgyny research, which has used sex-typed social desirability as its criteria. Similar patterns of behavioral competencies have been demonstrated in the present study by focusing upon manner and abilities used in interactions rather than by using sex-typed socially desirable traits capable of changing across time, culture and locality. As such, agency and communion may provide a framework for redefining androgyny free of instabilities stemming from time and place factors inherent in traditional concepts of masculinity and femininity. By its emphasis on interactional style and ability, the concepts of agency and communion may strengthen future androgyny research.

References

Bakan, D. The duality of human existence. Boston; Beacon Press, 1966.

Bem, S.L. Beyond androgyny: Some presumptuous prescriptions for a liberated sexual identity. Keynote Address on The Research Needs of Women, Madison, Wisconsin. May 31, 1975.

_____. The BSRI and gender schema theory: A reply to Spence and Helmreich. Psychological Review, 1981a, 88(4), 369-371.

_____. Gender schema theory: A cognitive account of sex typing. Psychological Review, 1981b, 88(4), 354-364.

_____. Theory and measurement of androgyny: A reply to the Pedhazur - Tetenbaum and Locksley - Colten critiques. Journal of Personality and Social Psychology, 1979, 37(6), 1047-1054.

_____. The measurement of psychological androgyny. Journal of Consulting and Clinical Psychology, 1974, 42(2), 155-162.

Bem, S.L. & Lenny, E. Sex typing and the avoidance of cross-sex behavior. Journal of Personality and Social Psychology, 1976, 33(1), 48-54.

Bem, S.L. & Lewis, S.A. Sex role adaptability: One consequence of psychological androgyny. Journal of Personality and Social Psychology, 1975, 31(4), 634-643.

Bem, S.L., Martyna, W. & Watson, C. Sex typing and androgyny: Further explorations of the expressive domain. Journal of Personality and Social Psychology, 1976, 34(5), 1016-1023.

Block, J.H. Conceptions of sex role: Some cross-cultural and longitudinal perspectives. American Psychologist. 1973, 28, 512-526.

Block, J., Von der Lippe, A. and Block, J.H. Sex-role and socialization patterns: Some personality concomitants and environmental antecedents. Journal of Consulting and Clinical Psychology, 1973, 41, 321-341.

Constantinople, A. Masculininity-femininity: An exception to a famous dictum? Psychological Bulletin, 1973, 80(5), 121-133.

Cristall, L. & Dean, R.S. Relationship of sex-role stereotypes and self-actualization. Psychological Reports, 1976, 39, 842.

Downing, N.E. Theoretical and operational conceptualization of psychological androgyny: Implications for measurement. Psychology of Women Quarterly, 1979, 3(3), 284-292.

Fox, G.L. "Nice girl": Social control of women through a value construct. Signs: Journal of Women in Culture and Society, 1977, 2(4), 805-817.

Gaudreau, P. Factor analysis of the Bem sex role inventory. Journal of Consulting and Clinical Psychology, 1977, 45(2), 299-302.

Hampson, J.L. Determinants of psycho-sexual orientation. In F.A. Beach (ed.), Sex and Behavior. New York: John Wiley and Sons, Inc., 1965, 108-132.

Kelly, J.A., Caudill, S., Hathorn, S. and O'Brien, C.G. Socially undesirable sex-correlated characteristics: Implications for androgyny and adjustment. Journal of Consulting and Clinical Psychology, 1977, 45, 1185-1186.

Kelly, J.A. and Worell, J. New formulations of sex roles and androgyny: A critical review. Journal of Consulting and Clinical Psychology, 1976, 44(5), 843-851.

Kirk, R.E. Experimental design: Procedures for the behavioral sciences. Belmont, CA: Brook/Cole, 1968.

Lorr, M. & Manning, T.T. Personality correlates of the sex-role types. Journal of Clinical Psychology, 1978, 34(4), 884-888.

Maccoby, E.E. and Jacklin, C.N. The psychology of sex differences. Standrod, CA: Standord University Press, 1975.

Mayes, S.S. Women in positions of authority: A case study of changing sex roles. Signs: Journal of Women in Culture and Society, 1979, 4(3), 556-568.

Money, J. and Ehrhardt, A.A. Man and woman, boy and girl: The differentiation and dimorphism of gender identity from conception to maturity. Baltimore: John Hopkins University Press, 1972.

Moreland, J.R., Gulanick, N., Montague, E.K. and Harren, V.A. Some psychometric properties of the Bem sex role inventory. Applied Psychological Measurement, 1978, 2(2), 249-256.

Murray, N. Androgyny and sex role stereotypes: Women's real and ideal self-perceptions and perceptions of psychological health in others. Dissertations Abstracts International, 1976, 37.

Nevill, D.D. Sex roles and personality correlates. Human Relations, 1977, 30(8), 751-759.

Orlofsky, J.L. & Windle, M.T. Sex-role orientation, behavior adaptability, and personal adjustment. Sex Roles: A Journal of Research, 1978, 4(6), 804-811.

Osofsky, J. and Osofsky, J. Androgyny as a life style. Family Coordinator, 1972, 21, 411-419.

Richardson, M.S. and Alpert, J.L. Landmarks in the literature: Unisex vs. androgyny. New York University Education Quarterly, 1977, 8(4), 29-32.

Whetton, C. and Swindells, T. A factor analysis of the Bem sex role inventory. Journal of Clinical Psychology, 1977, 33(1), 150-153.

White, M.S. Measuring androgyny in adulthood. Psychology of Women Quarterly, 1979, 3(3), 293-307.

Source of variation	Sum of Squares	df	Mean Square	F	Significant of F
BSRI	1501.69	3	500.56	6.75	.001
Gender	6.50	1	6.50	.09	.769
BSRI X Gender	86.20	3	28.73	.39	.763
Residual	2670.27	36	74.17		
Total	4260.25	43	99.08		

Table 1. ANOVA for Present Agentic Behavior by Psychological Sex-Role and Gender

Source of variation	Sum of Squares	df	Mean Square	F	Significant of F
BSRI	807.10	3	269.03	4.31	.011
Gender	338.54	1	338.54	5.42	.026
BSRI X Gender	314.49	3	104.83	1.68	.189
Residual	2670.27	36	74.17		
Total	4260.25	43	99.08		

Table 2. ANOVA for Present Communal Behavior by Psychological Sex-Role and Gender